



OFFICE OF THE ASSISTANT TO THE SECRETARY OF DEFENSE  
1400 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-1400

26 JUL 1995



Ref: 95-F-1158

PUBLIC AFFAIRS

Lieutenant Colonel Robert T. Mounts, USAF (Ret)  
One World Trade Center, Suite 1600  
Long Beach, CA 90831-1600

Dear Colonel Mounts:

This responds to your Freedom of Information Act (FOIA) request of May 12, 1995, which was received in this Directorate on May 15, 1995. Our interim response of May 25, 1995, refers.

The Office of the Under Secretary of Defense for Personnel and Readiness has provided the enclosed documents as responsive to your request.

The Office of the Secretary of Defense/Joint Staff incurred expenses totaling \$81.75 in processing your request of which \$69.25 are reimbursable. Assessable fees consist of 2 hours of search and 1/2 hour of review at the professional rate of \$25.00 per hour, and 45 pages of office copy reproduction at \$0.15 per page.

Please indicate the reference number above and remit a check or money order made payable to the U. S. Treasurer in the amount of **\$69.25** within 30 days to this Directorate at the following address: Office of the Assistant to the Secretary of Defense for Public Affairs, DFOISR, Room 2C757, 1400 Defense Pentagon, Washington, D.C. 20301-1400. Please also note the billing date above since payments received later than 30 days after the billing date may incur additional interest charges.

Sincerely,

A. H. Passarella  
Director  
Freedom of Information  
and Security Review

Enclosures: -  
As stated

#763



THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

22 JUL 1987

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Career Guidelines and Oversight Procedures for Joint  
Specialty Officers and Other Officers Serving in Joint  
Duty Assignments

The Joint Officer Personnel Policy provisions (Title IV) of the DoD Reorganization Act of 1986 require the Secretary of Defense, with the advice of the Chairman of the Joint Chiefs of Staff, to establish career guidelines for officers with the joint specialty and procedures for overseeing the careers of officers who serve in joint duty assignments. Under the direction of the Assistant Secretary of Defense for Force Management and Personnel and the Chairman of the Joint Chiefs of Staff, management teams composed of OSD, OJCS, and Service representatives have worked vigorously to address these important issues.

Pending publication of appropriate directives, the following policies and procedures are approved for immediate implementation.

a. Nomination/Selection of Joint Specialty Officers.

(1) Except for waiver conditions discussed in subparagraph (2) below, there are two categories of officers who are eligible for award of the joint specialty. In the first, most prevalent category are officers who have successfully completed a joint professional military education (PME) school and a subsequent full tour of duty in a joint duty assignment. In the second category are officers described in paragraph b, below, who have completed a joint tour of duty of at least two years and a joint PME school, regardless of sequence. Only officers serving in the grade of major or lieutenant commander or higher may be awarded the joint specialty.

~~(2) Until October 1, 1988, the statute authorizes the Secretary of Defense to waive either the prerequisite for completion of a joint PME school or the prerequisite for subsequent completion of a full joint duty assignment, but not both. In applying the latter provision, the Secretary may: (a) waive the requirement that a joint duty assignment be served after an officer has completed a joint PME school; (b) waive the length of a joint duty assignment, if the officer has served in such an assignment for not less than two years; and, (c) consider as a joint duty assignment any tour of duty served by the officer.~~

See  
4 Feb 88  
memo

# 163 12620

~~before October 1, 1986, that was considered to be a joint duty assignment or joint equivalent assignment under the regulations in effect at the time the assignment began. Per 10 USC 661, the Secretary of Defense may delegate this authority only to the Deputy Secretary of Defense.~~

(3) The Military Departments shall be responsible for nominating officers for the joint specialty. Nominations shall be made from among officers who are senior captains, or senior lieutenants in the case of the Navy, or who are serving in a higher grade. The Military Departments shall notify the Director of the Joint Staff, OJCS, and the Deputy Assistant Secretary of Defense for Military Manpower & Personnel Policy, OASD(FM&P), of all officers designated as nominees.

(4) Officers may be nominated for the joint specialty prior to completion of all prerequisites. For example, officers who have completed a joint PME school and who are being assigned to a joint duty assignment may be nominated pending completion of that assignment. Nomination notification documents forwarded to OSD and OJCS shall indicate joint PME schools attended and joint duty assignments pending or completed by all nominated officers, as applicable.

~~(5) Recommendations for selection of officers for award of the joint specialty shall be forwarded to the Secretary of Defense for approval, through the Chairman of the Joint Chiefs of Staff and the Assistant Secretary of Defense (Force Management & Personnel), in turn. Recommendations must indicate the joint PME schools and joint duty assignments, as applicable, completed by each recommended officer. Recommendations shall provide separate listings for each officer category indicated in subparagraph (1) and for each waiver category identified in subparagraph (2), above.~~

(6) It is expected that officers recommended for award of the joint specialty will have performance records of the same overall quality as officers selected for assignment to the Service headquarters staffs. In keeping with this standard, recommendations shall include a career resume for each officer and copies of all efficiency reports rendered during the officer's joint duty assignments. The Services may elect to convene central screening boards for the purpose of recommending officers for award of the joint specialty. Efficiency reports are not ~~required for recommendations involving general or flag officers.~~

b. Critical Occupational Specialties.

(1) The specialties listed at attachment 1 are designated as critical occupational specialties for the purposes of Title IV of the DoD Reorganization Act of 1986. Officers possessing these skills may be awarded the joint specialty after completing a joint PME program and a joint duty assignment of at least two years in length, regardless of sequence, subject to the additional requirements indicated in the following subparagraphs.

see  
4 Feb 88  
memo


failed to complete a full tour of duty as a result of retirement, separation, or suspension from duty; and for officers who departed overseas joint duty assignments. Statistics for officers in critical occupational specialties shall indicate the number and percent of officers in this category who did not complete a full tour and the average tour length served by the latter subgroup.

(4) An analysis of assignments of officers after selection for the joint specialty, as described in subparagraph e(3).

(5) A report on post-education duty assignments of National Defense University graduates, indicating the number and percentage of joint specialty officers and other graduates from each school who were assigned to joint duty assignments. This reporting requirement also will apply to other curricula that may be designated as joint PME for the purposes of the award of the joint specialty.

(6) Other information and comparative data as each Service may consider appropriate.

The policies set forth in this memorandum shall remain in effect until changed or superseded by a governing DoD directive.

  
William H. Taft, IV

cc:  
Under Secretaries of Defense  
Assistant Secretaries of Defense  
General Counsel  
Inspector General  
Director, Operational Test and Evaluation  
Assistants to the Secretary of Defense  
Directors of the Defense Agencies

CRITICAL OCCUPATIONAL SPECIALTIES

ARMY

Infantry  
Armor  
Field Artillery  
Air Defense Artillery  
Aviation  
Signal Corps

Military Intelligence  
Ordnance Corps  
Quartermaster Corps  
Transportation Corps  
Corps of Engineers

NAVY

Surface  
Seals  
Aviation

Submariner  
Special Operations

MARINE CORPS

Infantry  
Engineers  
Aviation

Artillery  
Tracked Vehicles

Air Control/Air Support/Aviation-Warfare

AIR FORCE

Pilot  
Air Weapons Director  
Operations Management

Navigator  
Missile Operations  
Space Operations

see 22 Aug 88 memo



THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

20 NOV 1987

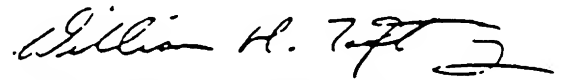
MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
ASSISTANT SECRETARY OF DEFENSE (FORCE MANAGEMENT  
AND PERSONNEL)

SUBJECT: Scientific and Technical Qualifications List

Title IV of the DoD Reorganization Act of 1986 requires an officer to have served a joint duty assignment as a prerequisite for promotion to brigadier general/rear admiral (lower half). The Act authorizes the Secretary of Defense to waive this requirement for those officers "whose selection for promotion is based primarily upon scientific and technical qualifications for which joint requirements do not exist." However, regulations must specifically identify those categories of officers that qualify for such designation, and waivers are permitted only on a case-by-case basis for individual officers.

Attached is the initial list of approved scientific and technical categories with accompanying description. Case-by-case waivers may be submitted for officers whose specialties are not on the approved list of scientific and technical categories, but for which, based on exceptional circumstances, joint requirements do not exist. An officer receiving a scientific and technical waiver must serve continuously in the specialized field. If assignment to other duty is anticipated, the individual will be required to serve first in a joint billet.

The attached list will be incorporated into a revised DoD Directive 1320.5 which will be reviewed annually.

  
William H. Taft, IV

Attachment:  
As stated

20782

## I. SCIENTIFIC AND TECHNICAL CATEGORIES

### Scientific

Chemical  
Oceanography  
Weather  
Engineer

- Civil Engineer
- Engineering Duty Officer
- Aeronautical Engr Duty Ofcr
- Scientific & Development Engr

### Technical

Acquisition Program Management  
Material Procurement  
Aviation Maintenance  
Comptroller/Finance  
Education & Training  
Law Enforcement/Military Police  
Missile Maintenance  
Ordnance  
Public Affairs  
Research & Development Program  
Management  
Services

## II. DESCRIPTION OF SPECIALTIES WITHIN THE SCIENTIFIC AND TECHNICAL CATEGORIES

### - CHEMICAL

- ARMY: INCLUDES DUTIES IN SUPPORT OF NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) DEFENSE PROGRAMS. THREE AREAS OF CONCENTRATION: CHEMICAL, GENERAL; OPERATIONS & TRAINING; CHEMICAL TRAINING AND MATERIEL MANAGEMENT. SKILL CODE: 74

### - OCEANOGRAPHY

- NAVY: RESPONSIBLE FOR MATTERS INVOLVING OCEANOGRAPHY, METEOROLOGY, MAPPING, UNDERWATER SEARCH, RESCUE, RECOVERY, SALVAGE, PROTECTION OF OFFSHORE ASSETS, EMPLACEMENT OPERATIONS, DIVING, AND UNDERSEA BIOMEDICINE. SKILL CODE: 180X

### - WEATHER

- AIR FORCE: RESPONSIBLE FOR WEATHER ACTIVITIES TO INCLUDE FORECAST OBSERVATION AND PROVIDING TECHNICAL ADVICE ON ATMOSPHERIC AND SPACE ENVIRONMENTAL FACTORS ON MILITARY OPERATIONS. SKILL CODE: 25XX

- **SCIENTIFIC/DEVELOPMENT ENGINEER**
  - **AIR FORCE:** PLANS, MANAGES, CONDUCTS, AND EVALUATES DEVELOPMENT ENGINEERING PROGRAMS, PROJECTS, AND ACTIVITIES; FORMULATES POLICY AND DEFINES OBJECTIVES FOR SCIENTIFIC AND DEVELOPMENT ENGINEERING EFFORTS; SUPERVISES SCIENTIFIC RESEARCH ACTIVITIES; PROVIDES TECHNICAL CONSULTANT EXPERTISE IN TECHNOLOGY ASSESSMENT, INTELLIGENCE INFORMATION EVALUATION, AND DEVELOPMENT PROGRAM TECHNICAL PERFORMANCE EVALUATION. SKILL CODES: 26XX, 28XX
- **ACQUISITION PROGRAM MANAGEMENT/MATERIAL PROCUREMENT**
  - **ARMY:** RESPONSIBLE FOR OBTAINING THE WEAPONS, AIRCRAFT, AMMUNITION, MISSILES, VEHICLES, ELECTRONICS, AND OTHER ESSENTIAL MATERIEL AND SERVICES REQUIRED BY THE ARMY. DUTIES COULD INCLUDE CONTRACT FORMULATION/NEGOTIATION/AWARD, CONTRACT ADMINISTRATION, PRODUCTION MANAGEMENT, MANAGEMENT OF TECHNICAL DATA, PATENT LAW, QUALITY CONTROL AND INDUSTRIAL MANAGEMENT. SKILL CODE: 6T
  - **AIR FORCE:** ADMINISTERS ACQUISITION CONTRACTING/MANUFACTURING PROGRAMS PERTAINING TO PROCUREMENT OF AIR FORCE-SPECIFIC WEAPONS SYSTEMS. INCLUDES SKILL CODE 27XX AND A PORTION OF SKILL CODE 65XX.
  - **NAVY:** RESPONSIBLE FOR MANAGING A MAJOR ACQUISITION PROGRAM OR ACTIVITY, INVOLVING A NAVY-SPECIFIC WEAPONS SYSTEM, WITHIN A PROCUREMENT COMMAND. INCLUDES A PORTION OF SKILL CODE 12XX.
  - **MARINE CORPS:** RESPONSIBLE FOR THE TOTAL LIFE-CYCLE PLANNING AND ACQUISITION OF WEAPON SYSTEMS TO INCLUDE PROGRAM INITIATION, JUSTIFICATION AND VALIDATION; COST ANALYSIS AND ESTIMATION; SYSTEMS ENGINEERING MANAGEMENT, TEST AND EVALUATION MANAGEMENT; INTEGRATED LOGISTICS SUPPORT MANAGEMENT; AND PROGRAM FINANCIAL MANAGEMENT.
- **AVIATION MAINTENANCE:**
  - **AIR FORCE:** ADMINISTERS AND MANAGES MAINTENANCE ACTIVITIES FOR ASSIGNED PRIMARY MAINTENANCE (AIRCRAFT, AVIONICS, AND MUNITIONS) PROGRAMS INCLUDING RELATED SUPPORT EQUIPMENT AND FACILITIES. MANAGES ORGANIZATIONAL, INTERMEDIATE, AND DEPOT MAINTENANCE FUNCTIONS TO INCLUDE THE REMOVAL, REPAIR, INSPECTION OVERHAUL, AND MODIFICATION OF AIRCRAFT, AVIONICS, AND ASSOCIATED EQUIPMENT. SKILL CODE: 40XX



**- ENGINEER**

**- CIVIL ENGINEER**

- ARMY: RESPONSIBLE FOR PLANNING, ORGANIZING, AND ADMINISTERING CIVIL ENGINEERING PROGRAMS AND OPERATIONS TO INCLUDE TRAINING AND LEADING TROOPS IN TOPOGRAPHIC AND CONSTRUCTION ENGINEERING OPERATIONS, FACILITIES MAINTENANCE, AND CIVIL WORKS PROGRAMS. ENCOMPASSES THREE AREAS OF CONCENTRATION: ENGINEER, GENERAL; ENGINEER TOPOGRAPHIC; AND FACILITIES CONSTRUCTION MANAGEMENT. INCLUDES A PORTION OF SKILL CODE 21.
- AIR FORCE: ADMINISTERS CIVIL ENGINEERING PROGRAMS AND OPERATIONS FOR DESIGN, CONSTRUCTION, MAINTENANCE, AND REPAIR OF REAL PROPERTY FACILITIES AND EQUIPMENT. OPERATES UTILITY SYSTEMS; PROVIDES ENVIRONMENTAL CONTROL; DIRECTS FIRE PROTECTION AND AIRCRAFT CRASH RESCUE SERVICES, AND MANAGES AIR FORCE REAL ESTATE AND RELATED INSTALLATION SUPPORT SERVICES. SKILL CODE: 55XX
- NAVY: RESPONSIBLE FOR PLANNING, DESIGNING, DEVELOPMENT, PROCUREMENT, CONSTRUCTION, ALTERATION, COST ESTIMATES AND INSPECTION AT SHORE ACTIVITIES OF PUBLIC WORKS, PUBLIC UTILITIES, CONSTRUCTION, TRANSPORTATION, AND WEIGHT-HANDLING EQUIPMENT, THE ACQUISITION AND DISPOSAL OF REAL ESTATE, MANAGEMENT OF FAMILY HOUSING, TECHNICAL DIRECTION OF REPAIR AND UPKEEP OF PUBLIC WORKS, UTILITIES, AND HOUSING. SKILL CODE: 510X

**- ENGINEERING DUTY OFFICER**

- NAVY: RESPONSIBLE FOR THE DESIGN AND ACQUISITION OF SHIPS/AIRCRAFT FOR THE NAVAL OPERATING FORCES TO INCLUDE THE DEVELOPMENT, DESIGN, TEST, PROCUREMENT, INSTALLATION AND LOGISTICS SUPPORT OF SHIP SYSTEMS AND EQUIPMENTS. PROVIDES TECHNICAL GUIDANCE AND ASSISTANCE TO THE OPERATING FORCES. SKILL CODE: 14XX

**- AERONAUTICAL ENGINEERING DUTY OFFICER**

- NAVY: RESPONSIBLE FOR RESEARCH, PROCUREMENT, DESIGN, TEST, ALTERATION, OPERATING STANDARDS, AND MATERIAL EFFECTIVENESS OF ALL NAVY AND MARINE CORPS AIRCRAFT INCLUDING ALL AIRBORNE, AIR-LAUNCHED ORDNANCE, AERIAL AND SURFACE TARGETS, ARMAMENT, MISSILES, DRONES, SONOBUOYS, CATAPULTS, ARRESTING GEAR, LANDING AIDS, AND RELATED SUPPORT EQUIPMENT. INCLUDES A PORTION OF SKILL CODE 150X.

- NAVY: RESPONSIBLE FOR OPERATING STANDARDS, FITTING-OUT MAINTENANCE, ALTERATION, REPAIR, OVERHAUL, AND MATERIAL EFFECTIVENESS OF ALL NAVY AND MARINE CORPS AIRCRAFT INCLUDING ALL AIRBORNE, AIR-LAUNCHED ORDNANCE, AERIAL AND SURFACE TARGETS, ARMAMENT, MISSILES, DRONES, SONO-BUOYS, CATAPULTS, ARRESTING GEAR, LANDING AIDS, AND RELATED SUPPORT EQUIPMENT. INCLUDES A PORTION OF SKILL CODE 150X.
- COMPTROLLER/FINANCE
  - ARMY: THE COMPTROLLER IS RESPONSIBLE FOR MATTERS PERTAINING TO RESOURCE MANAGEMENT PROGRAMMING AND BUDGETING, FINANCE AND ACCOUNTING, COST ANALYSIS, MANPOWER DOCUMENTATION AND MANAGEMENT, MANPOWER PRACTICES, REVIEW AND ANALYSIS. THE FINANCE OFFICER DUTIES INCLUDE DISBURSING AND ACCOUNTING FOR PUBLIC FUNDS TO INCLUDE MILITARY AND CIVILIAN PAY, COMMERCIAL TRANSACTIONS, TRAVEL/TRANSPORTATION ALLOWANCES, AUDITING, AND MANAGEMENT OF FINANCE OPERATIONS. SKILL CODE: 44/45
  - AIR FORCE: ACCOMPLISHES FINANCIAL PLANNING AND PROGRAMMING, ADMINISTERS AIR FORCE BUDGETS, ACCOUNTS FOR OBLIGATIONS AND EXPENDITURES OF FUNDS, HANDLES DISBURSING AND COLLECTING OF FUNDS, CONDUCTS COST ANALYSES AND INTERNAL AUDITS, ADVISES AND ASSISTS COMMANDERS IN DISCHARGING ALL ASPECTS OF THEIR RESPONSIBILITIES FOR FINANCIAL MANAGEMENT. SKILL CODE: 0056/67XX
- EDUCATION AND TRAINING
  - AIR FORCE: PLANS, ORGANIZES, ESTABLISHES AND DIRECTS EDUCATION AND TRAINING PROGRAMS INCLUDING FORMAL CLASSROOM INSTRUCTION AND OPERATIONAL INSTRUCTION. DEVELOPS PROGRAMS FOR IMPROVING THE TECHNICAL QUALIFICATIONS AND EDUCATIONAL LEVELS OF PERSONNEL. EVALUATES TRAINING MATERIALS/DEVICES MEASUREMENT SYSTEMS, AND EQUIPMENT NEEDS. SKILL CODE: 75XX
- LAW ENFORCEMENT/MILITARY POLICE
  - ARMY: RESPONSIBLE FOR CONDUCTING COMBAT OPERATIONS AGAINST THREAT FORCES IN THE REAR AREAS, EXPEDITE THE FORWARD MOVEMENT OF COMBAT RESOURCES, PROVIDE SECURITY TO ARMY FACILITIES AND RESOURCES, PROVIDE VARIED LAW ENFORCEMENT SERVICES THAT INCLUDE CRIME PREVENTION, CRIMINAL INVESTIGATION, AND TRAFFIC OPERATIONS. FOUR AREAS OF CONCENTRATION: MILITARY POLICE, GENERAL; PHYSICAL SECURITY; CORRECTIONS; AND CRIMINAL INVESTIGATION. SKILL CODE: 31

- AIR FORCE: DEVELOPS AND MANAGES SECURITY POLICE PROGRAMS AND PLANS WHICH SUPPORT AIR FORCE, JOINT SERVICE, AND COMBINED OPERATION MISSION REQUIREMENTS; RESPONSIBLE FOR SECURITY OF INSTALLATIONS, FACILITIES, AND RESOURCES, LOCAL GROUND DEFENSE OF INSTALLATIONS, SECURITY OF NUCLEAR WEAPONS, ENFORCEMENT OF LAW AND ORDER, ADMINISTRATION OF CORRECTION AND REHABILITATION FACILITIES AND PROTECTION OF NATIONAL SECURITY INFORMATION. SKILL CODE: 81XX/82XX
- MISSILE MAINTENANCE
  - AIR FORCE: INCLUDES PLANNING OF MISSILE MAINTENANCE, PRODUCTION MANAGEMENT, QUALITY CONTROL, INSPECTION, AND DIRECTION OF MISSILE MAINTENANCE ACTIVITIES SUCH AS ASSEMBLY, INSTALLATION, CHECKOUT, COMPONENT REPLACEMENT, MODIFICATION, REPAIR, TESTING, INSPECTION, AND SYSTEMS ANALYSIS. SKILL CODE: 31XX
- ORDNANCE
  - ARMY: RESPONSIBLE FOR DEVELOPING, PRODUCING, ACQUIRING, AND SUPPORTING WEAPONS SYSTEMS, AMMUNITION, MISSILES, AND GROUND MOBILITY MATERIEL. FIVE AREAS OF CONCENTRATION: ORDNANCE, GENERAL; TANK/AUTOMOTIVE MATERIEL MANAGEMENT; MISSILE MATERIEL MANAGEMENT; MUNITION MATERIEL MANAGEMENT; AND EXPLOSIVE ORDNANCE DISPOSAL. SKILL CODE: 91
- PUBLIC AFFAIRS
  - ARMY: RESPONSIBLE FOR CONDUCTING PROGRAMS DESIGNED TO KEEP THE PUBLIC INFORMED ABOUT THE ARMY WITHIN THE LIMITATIONS OF SECURITY, ACCURACY, PROPRIETY, AND POLICY CONDUCTS PROGRAMS DESIGNED TO KEEP SOLDIERS, THEIR FAMILIES, CIVILIAN EMPLOYEES, INFORMED ABOUT THE ARMY; ADVISES ON PUBLIC OPINION OF THE ARMY. SKILL CODE: 46
  - AIR FORCE: CONDUCTS POLICY PLANNING, PROGRAM FORMULATION, OPERATIONAL GUIDANCE, MONITORING, AND DIRECTING OF INTERNAL INFORMATION, MEDIA RELATIONS, AND COMMUNITY RELATIONS; COLLECTS, ORGANIZES, AND DISSEMINATES INFORMATION TO INTERNAL AND PUBLIC AUDIENCES; DEVELOPS AND PRESERVES EFFECTIVE RELATIONS BETWEEN THE AIR FORCE AND THE PUBLIC, ADVISES ON COURSES OF ACTION IN TERMS OF PUBLIC INTEREST. SKILL CODE: 79XX
  - NAVY: RESPONSIBLE FOR ALL PUBLIC AFFAIRS AND INTERNAL RELATIONS MATTERS; IMPLEMENTS PUBLIC AFFAIRS AND INTERNAL RELATIONS POLICIES AND COORDINATES NAVY AND MARINE CORPS ITEMS OF MUTUAL INTEREST; KEEPS NAVY COMMANDS INFORMED ON DEFENSE POLICIES AND REQUIREMENTS. SKILL CODE: 165X

- RESEARCH AND DEVELOPMENT PROGRAM MANAGEMENT

- ARMY: DUTIES INCLUDE THE DEVELOPMENT OF MATERIEL, PROGRAMS AND SYSTEMS FROM CONCEPT THROUGH PRODUCT VALIDATION, AND IN THE DEVELOPMENT OF PROTOTYPE OPERATIONAL PROGRAMS AND SYSTEMS THROUGH PRODUCTION AND DEPLOYMENT PHASE; RESPONSIBLE FOR THE DESIGN, AND EVALUATION OF MATERIEL OR CONCEPT VIA DEVELOPMENT TESTS OR EXPERIMENTS IN SUPPORT OF THE MATERIEL ACQUISITION/COMBAT DEVELOPMENT PROCESSES. SKILL CODE: 51
- AIR FORCE: CONDUCTS ALL FACETS OF SYSTEM ACQUISITION FROM THE CONCEPTUAL PHASE THROUGH TRANSITIONING THE NEWLY DEVELOPED SYSTEM INTO THE OPERATIONAL WORLD; MONITORS DEVELOPMENT AND PRODUCTION SCHEDULES, FINANCIAL STATUSES, REQUIREMENTS VERSUS TECHNOLOGICAL CAPABILITIES, AND BRIEFS SAME TO HIGHEST DOD LEVELS. SKILL CODE: 29XX
- NAVY: RESPONSIBLE FOR MANAGING A MAJOR RESEARCH & DEVELOPMENT PROGRAM OR ACTIVITY, INVOLVING A NAVY-SPECIFIC WEAPONS SYSTEMS, WITHIN A PROCUREMENT COMMAND. INCLUDES A PORTION OF SKILL CODE 12XX.

- SERVICES

- AIR FORCE: RESPONSIBLE FOR ALL ACTIVITIES RELATING TO COMMAND AND MANAGEMENT FUNCTIONS OF PLANNING, ORGANIZING, DIRECTING, CONTROLLING, AND IMPLEMENTING PLANS AND PROGRAMS AFFECTING FOOD SERVICE, BILLETING, DORMITORIES, LAUNDRY, DRY CLEANING, FURNISHINGS MANAGEMENT, LINEN EXCHANGE ACTIVITIES, COMMISSARY, EXCHANGE, AND MORTUARY AFFAIRS. SKILL CODE: 62XX



THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

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4 FEB 1988

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Additional Guidelines for Implementation of Title IV,  
DoD Reorganization Act of 1986

My memorandums of May 21, 1987, and July 22, 1987, established initial guidelines for implementation of the provisions of the DoD Reorganization Act. Subsequent progress in implementing specific programs has demonstrated the need for additional guidance to ensure consistent application and common interpretation of the complex provisions of the statute. Pending publication of comprehensive DoD directives, the policies and procedures outlined below are approved for immediate implementation.

a. Joint Specialty Officer (JSO) Selection Policy (Transition Period). In making initial selections of officers in the grade of O-4 and above for the joint specialty, the Secretary of Defense or, by delegation, the Deputy Secretary of Defense, may, until October 1, 1988, on a case-by-case basis:

(1) Waive either the prerequisite for completion of a joint duty assignment (JDA) or the prerequisite for completion of a joint professional military education (PME) school (but not both);

(2) Waive the sequence requirement for completion of a JDA subsequent to completion of a joint PME school;

(3) Waive the requirement for the length of a JDA if the officer has served in such an assignment for not less than two years;

(4) Consider as a JDA any tour of duty served by the officer before October 1, 1986, or being served on that date, that was considered to be a JDA or joint equivalent assignment under the regulations in effect at the time the assignment began, provided such tour of duty was not less than two years in length.

b. Cumulative JDA Credit. As specified in the Fiscal Year 1988 National Defense Authorization Act, certain officers who have served multiple joint tours may be eligible for cumulative tour credit in attaining the required length of service in a JDA for purposes of promotion to general/flag officer rank or for award of the joint specialty. Detailed guidelines for application of cumulative tour provisions are at Attachment 3.

26924

c. JSO Designation Boards.

(1) Service Secretaries shall convene JSO designation boards to consider officers for recommendation to the Secretary of Defense for award of the joint specialty. Each such board shall include at least one officer, designated by the Chairman of the Joint Chiefs of Staff, who is currently serving in a JDA, and whose exclusive function will be to represent the Chairman. The Military Services shall provide a list of available officers eligible for such duty to the Joint Staff, J-1, for the Chairman's selection of an officer from that list or another qualified officer. Designation boards are not required for general and flag officers.

(2) The Secretarial formal charge, letter of instruction, or precept for each JSO designation board shall include the following guidance:

(a) The board's responsibility is to ensure that officers selected for the joint specialty have the highest standards of performance, education, and experience.

(b) It is expected that officers recommended for award of the joint specialty shall have performance records of at least the same overall quality as those of officers selected for assignment to the Service headquarters staffs.

(c) Officers who are being considered for award of the joint specialty on the basis of successful completion of a joint equivalent assignment must have personnel assignment data on record which clearly shows that the officer's duties entailed significant involvement in joint matters (comparable to the duties involved in a JDA) during the assignment. Joint matters are those matters relating to the integrated employment or support of land, sea and air forces, including, but not limited to, matters relating to: national military strategy; joint doctrine and policy; strategic planning and contingency planning; and command and control of combat operations under unified (or multi-Service, multi-national) command.

(3) The formal charge, letter of instruction, or precept for each JSO designation board shall be provided to the Chairman of the Joint Chiefs of Staff, prior to the convening of the board, for his concurrence.

(4) Service recommendations for award of the joint specialty will be forwarded to the Secretary of Defense for approval, through the Chairman, Joint Chiefs of Staff, and the Assistant Secretary of Defense (Force Management and Personnel), in turn. Recommendations will be separated according to the fully-qualified categories and waiver categories at Attachment 1.

Applicable qualifications will be provided for each recommended officer as follows:

- (a) Name, grade, SSAN, rank, date of rank.
- (b) Joint PME school completed, if applicable, and date of completion.
- (c) Joint duty assignment(s) completed and inclusive dates of assignment.
- (d) Joint duty equivalent assignment(s) completed and inclusive dates of assignment. These recommendations shall include, for each officer, a description of the extensive experience in joint matters associated with the assignment(s).
- (e) Critical occupational specialty of the officer, if applicable.

(5) Each recommendation package forwarded by the Service Secretary shall include a summary sheet in the format shown at Attachment 2 to facilitate tracking of JSO designation information for purposes of Departmental analysis and development of required reports to the Congress.

Guidance established in this memorandum supersedes that contained in subparagraphs a.(2), a.(5), and a.(6) of my memorandum of July 22, 1987, concerning recommendation and selection of officers for award of the joint specialty. The policies and procedures established herein shall remain in effect until changed or superseded by a governing DoD directive.



William H. Taft, IV

3 Attachments:  
As stated

cc:  
Under Secretaries of Defense  
Assistant Secretaries of Defense  
General Counsel  
Inspector General  
Director, Operational Test and Evaluation  
Assistants to the Secretary of Defense  
Directors of Defense Agencies  
Directors of DoD Field Activities

## JSO SELECTION CATEGORIES

### FULLY QUALIFIED CATEGORIES

CATEGORY	TYPE OF WAIVER REQUIRED
1. JPME THEN FULL JDA	NO WAIVER REQUIRED
2. JPME AND 2 YR JDA (COS*)	NO WAIVER REQUIRED

### WAIVER CATEGORIES

CATEGORY	TYPE OF WAIVER REQUIRED			
	JPME	JDA	SEQUENCE	LENGTH
A. FULL JDA ONLY	X			
B. 2 YR JDA (COS*) ONLY	X			
C. LESS THAN FULL JDA	X			X
D. JPME ONLY		X		
E. FULL JDA THEN JPME			X	
F. LESS THAN FULL JDA THEN JPME			X	X
G. JPME THEN LESS THAN FULL JDA				X

\*Critical Occupational Specialty



# JSO NOMINATIONS

## SUMMARY

CATEGORY	NUMBER OF OFFICERS		RECEIVING CUMULATIVE JDA CREDIT
	TOTAL	WITH EQUIVALENT JOINT DUTY	
1. JPME THEN FULL JDA	_____	_____	_____
2. JPME AND 2 YR JDA (COS*)	_____	_____	_____
TOTAL	_____		

### WAIVER CATEGORIES

A. FULL JDA ONLY	_____	_____	_____
B. 2 YR JDA (COS*) ONLY	_____	_____	_____
C. LESS THAN FULL JDA	_____	_____	_____
D. JPME ONLY	_____	_____	_____
E. FULL JDA THEN JPME	_____	_____	_____
F. LESS THAN FULL JDA THEN JPME	_____	_____	_____
G. JPME THEN LESS THAN FULL JDA	_____	_____	_____
TOTAL	_____		

WAIVERS	TOTAL
JPME	_____
JDA	_____
SEQUENCE	_____
JDA LENGTH	_____

\*Critical Occupational Specialty

Attachment 2

## CUMULATIVE SERVICE GUIDELINES

1. Cumulative service for the purposes of fulfilling JDA requirements is service in two or more JDAs which totals at least three years in length for general and flag officers, or three and one-half years for other officers, (see paragraph 5) and which includes at least one tour of duty in a JDA that:

a. was performed outside the United States or in Alaska or Hawaii, or

b. was terminated because of a qualifying reassignment as described in paragraph 4.

2. A tour of duty in a joint duty assignment other than a tour of duty specified in subparagraph 1a or 1b may not be counted for cumulative purposes unless the officer served at least two years in the assignment, except that this prohibition does not apply to a JDA which immediately follows a reassignment described in subparagraph 4b below.

3. In computing cumulative service, a tour of duty in a JDA shall be excluded:

a. if the officer served less than ten months in that assignment; and

b. to the extent that the assignment was served more than eight years before the date of computation of the cumulative service. (EXAMPLE: A field grade officer who served in an overseas joint duty assignment from January 1, 1978, through November 30, 1979, and another assignment on the Joint Staff from June 1, 1984, through June 30, 1986, may receive cumulative credit for three and one-half years of JDA service during the eight-year period from January 1, 1978, through December 31, 1985.)

4. For purposes of subparagraph 1b, a qualifying reassignment is a reassignment of an officer from a JDA:

a. for unusual personal reasons (including extreme hardship and medical conditions) beyond the control of the officer or the armed forces; or

b. to another joint duty assignment immediately after the officer was promoted to a higher grade, if the reassignment was made because no joint duty assignment was available within

## CUMULATIVE SERVICE GUIDELINES

1. Cumulative service for the purposes of fulfilling JDA requirements is service in two or more JDAs which totals at least three years in length for general and flag officers, or three and one-half years for other officers, (see paragraph 5) and which includes at least one tour of duty in a JDA that:

a. was performed outside the United States or in Alaska or Hawaii, or

b. was terminated because of a qualifying reassignment as described in paragraph 4.

2. A tour of duty in a joint duty assignment other than a tour of duty specified in subparagraph 1a or 1b may not be counted for cumulative purposes unless the officer served at least two years in the assignment, except that this prohibition does not apply to a JDA which immediately follows a reassignment described in subparagraph 4b below.

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4. For purposes of subparagraph 1b, a qualifying reassignment is a reassignment of an officer from a JDA:

a. for unusual personal reasons (including extreme hardship and medical conditions) beyond the control of the officer or the armed forces; or

b. to another joint duty assignment immediately after the officer was promoted to a higher grade, if the reassignment was made because no joint duty assignment was available within

the same organization that was commensurate with the officer's new grade, or immediately after the officer's position was eliminated in a reorganization.

5. Until October 1, 1988, the minimum cumulative tour length requirements established in paragraph 1 above may be waived in accordance with the provisions of Section 406(b)(1)(B) of the Goldwater-Nichols DoD Authorization Act of 1986, provided the cumulative service totals at least two years. After October 1, 1988, the minimum cumulative tour length standards of paragraph 1 shall apply in the case of all officers, including officers with critical occupational specialties.



ENCLOSURE 1  
THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D C. 20301

22 AUG 1988

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Additional Guidelines for Administration of Joint Duty  
Assignment (JDA) Programs

Continuing progress in implementing specific joint officer management programs has indicated the need for additional guidance to ensure appropriate and equitable application and consistent interpretation of the complex provisions of Title IV of the DoD Reorganization Act of 1986 and subsequent amendments. Pending publication of comprehensive DoD directives, the policies and procedures outlined below are approved for immediate implementation.

a. Critical Occupational Specialties (COS). Critical occupational specialties may be designated only by the Secretary of Defense or Deputy Secretary of Defense and shall be designated only from among combat arms specialties in the case of the Army, or equivalent specialties in the case of the Navy, Air Force, and Marine Corps. Equivalent specialties are those engaged in operational art to attain strategic goals in a theater of conflict through the design, organization and conduct of campaigns and major operations. In addition, specialties among those meeting this definition and which are experiencing severe shortages of trained officers must be designated as COS. The specialties listed at Attachment 1 are hereby designated as COS. Critical occupational specialty officers may be awarded full tour credit upon completion of a joint duty assignment of at least 2 years in length, subject to the conditions outlined below.

(1) COS provisions do not apply to general and flag officers.

(2) COS tour length provisions apply only in the case of an officer's initial joint duty assignment.

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Enclosure 1

(3) COS officers beginning a joint duty assignment after December 4, 1987, must be nominated for the joint specialty prior to beginning the assignment.

(4) Completed joint duty assignments of at least 2 years in length by COS officers may be excluded from average tour length computations to the extent that the number of such exclusions in any fiscal year does not exceed 10 percent (12.5 percent when the FY 89 DoD Authorization Act becomes effective) of the number of all joint duty assignment positions identified on the joint duty assignment list published by the Secretary of Defense. At the beginning of each fiscal year, the Director, Joint Staff, shall compute the total number of exclusions allowable for that year and allocate proportional exclusion quotas to each Service. The percentage of the total exclusions allocated to each Service shall be equal to the applicable Service representation of all COS officers in joint duty assignments (i.e., if there are 2000 COS officers serving in joint duty assignments of which 500 are Navy officers, the Navy would be allocated 25 percent of the allowable 2-year COS exclusions).

(5) An appropriate portion of critical joint duty assignments shall be filled by officers who have been awarded the joint specialty on the basis of a COS tour of between 2 and 3 1/2 years. The percentage of critical billets filled by such COS officers shall approximate the percentage of all joint specialists who have been awarded the joint specialty on the basis of such a COS tour. This will insure that a reasonable number of officers who completed 2-year COS tours return for a second tour.

(6) These provisions supersede subparagraph b.(3) and Attachment 1 of my July 22, 1987, memorandum, "Career Guidelines and Oversight Procedures for Joint Specialty Officers and Other Officers Serving in Joint Duty Assignments."

b. Exclusions from the Joint Duty Assignment List. Billets included on the joint duty assignment list shall be limited to those with authorized grades above captain/Navy lieutenant. In addition, the list shall not include billets requiring medical officers, dental officers, veterinary officers, medical service officers, nurses, biomedical science officers, chaplains or judge advocates.

c. Grade Criteria for Joint Duty Assignment Credit. Officers serving in the grade of captain/Navy lieutenant or a higher grade when assigned to a joint duty billet appearing on the joint duty assignment list approved by the Secretary of Defense (or who were assigned before October 1, 1986, to any billet considered to be a joint assignment or joint equivalent assignment at that time) shall be accorded appropriate joint duty assignment credit for that tour of duty.

d. Joint Duty Assignment Definitions.

(1) Joint Duty Assignment: an assignment to a designated position in a multinational command or activity or a multi-Service command or activity that is involved in the integrated employment or support of the land, sea, and air forces of at least two of the three Military Departments. Such involvement includes, but is not limited to, matters relating to national military strategy, joint doctrine and policy, strategic planning, contingency planning, and command and control of combat operations under a Unified Command.

*See memo of 27 Feb 89*  
~~(2) Cross-Department Joint Duty Assignment: an assignment in which an officer serves full-time duties with another Military Department or with the armed forces of another nation. A cross-Department billet may be considered to be a joint duty assignment if all of the following criteria are met:~~

- ~~(a) The billet meets the definition of a JDA;~~
- ~~(b) The incumbent officer spends a significant amount of his or her time involved in joint matters;~~
- ~~(c) The incumbent officer receives an official performance evaluation or evaluation input from an officer of the host Department or host nation that is included in the officer's official personnel records (an evaluation input may be in the form of an additional rating form, a letter, or other formal correspondence which shall be attached to the officer's performance report for the applicable rating period); and~~
- ~~(d) The billet is documented on the Joint Duty Assignment list as having been approved by the Secretary of Defense.~~

~~(3) Dual-Hat Joint Duty Assignment: an assignment in which the incumbent officer has responsibilities to both a Service and a joint, combined, or international organization or activity. A dual-hat billet may be considered as a joint duty assignment if all of the following criteria are met:~~

(a) The applicable joint/combined/international organization is listed on the Joint Duty Assignment list as approved by the Secretary of Defense;

(b) The incumbent officer spends a significant amount of time involved in joint matters in carrying out his or her responsibilities to the joint/combined/international activity;

(c) The incumbent officer receives an official performance evaluation or evaluation input from an officer of the joint/combined/international activity that is included in the officer's official personnel records (an evaluation input may be in the form of an additional rating form, a letter, or other formal correspondence which shall be attached to the officer's performance report for the applicable rating period); and

~~(d) The billet is documented on the Joint Duty Assignment list as having been approved by the Secretary of Defense.~~

(4) Responsibilities and Standards for Designation of Dual-Hat and Cross-Department JDAs.

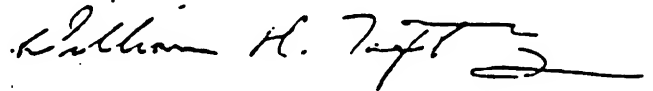
(a) Inclusion of a cross-Department billet on the JDA list, subject to Secretary of Defense approval, shall require the favorable written recommendation of both Military Departments involved. Inclusion of a dual-hat billet on the JDA list, subject to Secretary of Defense approval, shall require the favorable written recommendation of both the Military Department of the incumbent and the joint/combined/international activity.

(b) Certification of the incumbent officer's significant involvement in joint matters shall be the responsibility of the host Military Department for cross-Department billets and the commander/head of the joint/combined/international activity for dual-hat billets. In recognition that officers assigned to these billets shall be accorded full joint duty credit, such certification should



be exercised only after a careful assessment of the extent of the incumbent's joint responsibilities. For example, participation in semiannual, 2-week joint exercises or monthly joint working group meetings should not, by itself, justify certification. Rather, certification indicates that work on joint matters comprises a substantial portion of the officer's time on a routine basis.

The policies set forth in this memorandum shall remain in effect until changed or superseded by a governing DoD directive.



William H. Taft, IV

Attachment:

As stated

cc:

Under Secretaries of Defense  
Director, Defense Research and Engineering  
Assistant Secretaries of Defense  
General Counsel  
Inspector General  
Director, Operational Test and Evaluation  
Assistants to the Secretary of Defense  
Directors of the Defense Agencies

CRITICAL OCCUPATIONAL SPECIALTIESARMY

Infantry  
Armor  
Field Artillery  
Air Defense Artillery

Aviation  
Special Forces  
Combat Engineers

NAVY

Surface  
Seals  
Aviation

Submariner  
Special Operations

MARINE CORPS

Infantry  
Engineers  
Aviation  
Air Control/Air Support/Anti-Air Warfare

Artillery  
Tracked Vehicles

AIR FORCE

Pilot  
Air Weapons Director  
Operations Management

Navigator  
Missile Operations  
Space Operations



THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

19 JUN 1989

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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Additional Guidelines for Implementation and Administration  
of Joint Officer Management Programs

The Joint Officer Personnel Policy provisions (Title IV) of the DoD Reorganization Act of 1986 were significantly modified by the DoD National Defense Authorization Act, Fiscal Year 1989. Increasing experience in implementing joint officer management programs has indicated the need for additional policy guidance to ensure consistent interpretation and equitable application of the revised statute. Pending the publication of a comprehensive DoD directive, the policies and procedures outlined below are approved for immediate implementation.

a. Selection of Joint Specialists. After September 30, 1989, officers must successfully complete an approved Joint Professional Military Education (JPME) program and then a full joint duty assignment (JDA) to be eligible for joint specialty designation. The Secretary of Defense may, in the case of any officer, waive the sequencing requirement of JPME then JDA. The Secretary may also waive the joint education prerequisite, provided two full JDA tours are served. However, the total number of such waivers (JPME/JDA sequence and two JDA in lieu of any JPME) may not exceed 10 percent of joint specialty designations for officers in each Service in the same pay grade during a fiscal year. All officers with critical occupational specialties, as delineated in the Deputy Secretary of Defense joint officer management policy memorandum of August 22, 1988, are exempt from the sequencing requirement.

b. Credit for Completing a Full Joint Duty Tour. Officers assigned to a JDA after January 1, 1987, are required to complete at least 3 years (O-6 and below) or 2 years (general and flag officers (G/FO)) to be credited with completion of a full joint duty tour. Exceptions are:

(1) An officer (other than a G/FO) with a critical occupational specialty (COS) may be granted credit for a full joint duty tour if he or she completes at least 24 months of an initial

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- joint tour and is identified as a Joint Specialty Officer (JSO) nominee while in the joint assignment.

(2) An officer completing an overseas joint duty assignment, including assignments in Alaska and Hawaii, for which the normal accompanied-by-dependents tour prescribed by DoDD 1315.7, "Military Personnel Assignments," is 24 or 30 months in length, shall be granted credit for a full joint duty tour. To be eligible for full tour credit, an officer must serve the equivalent of the accompanied-by-dependents tour length, regardless of the marital or dependent status of the officer. The total of such joint assignments granted full credit under this policy may not exceed 6 percent of all JDA assignments at any time.

(3) The Secretary of Defense may, for any officer on a case-by-case basis, grant partial (cumulative) credit or credit for a full joint tour when he approves a waiver of tour length. Requests for full joint duty credit must be fully justified. Tours awarded full or partial credit under this paragraph shall be included in tour length averages. Normally, full joint tour credit will not be awarded to field grade officers for assignments of less than 24 months. Assignments of less than 10 months will not be accorded cumulative credit.

c. Constructive Credit for Joint Duty Tour Completion. An officer (other than a G/FO) who, for reasons of military necessity (e.g., school report date or a change of command that cannot be delayed), is reassigned from a JDA within 60 days of completing otherwise applicable tour length criteria may be accorded constructive credit, not to exceed 60 days, toward completion of the prescribed tour. The amount of service granted as constructive credit will not count as part of the tour length for those tours required to be included in the calculation of average tour lengths. For example, if an officer departs a 36-month tour after completing 35 months and is granted 30 days constructive credit to reflect completion of a full 3-year tour, the actual period of service (35 months) will be used in the calculation of tour average. This provision shall not be construed to permit early reassignment for reasons of personal assignment convenience. Granting of constructive credit shall be limited to those cases in which other alternatives will not suffice to meet mission requirements.

d. Early Release from Joint Duty Assignments (Officers other than General or Flag Officers). One of the principal objectives of the DoD Reorganization Act of 1986 was to enhance the stability of officers in joint duty assignments in order to provide continuity of expertise in the joint arena. It is the intent of the

- Department that each officer who is assigned to a JDA will complete a full tour of duty in that assignment. Officers in JDAs may be released prior to completion of a full tour under the following conditions:

(1) Early releases from CONUS JDAs and overseas JDAs (including Alaska and Hawaii) established by DoDD 1315.7 as tours of 36 months or more require a tour length waiver by the Secretary of Defense. The key to waiver approval will be a complete justification of the necessity for the waiver which explains why the individual to be moved is uniquely qualified for the new position, why other qualified officers not requiring a waiver are not available to fill that assignment, or why granting a waiver is more appropriate than permitting the officer to continue to serve in the joint duty assignment until such time as the release can be effected without a waiver. The procedures for waiver submission are as follows:

(a) Waiver requests will be initiated by the Services and will be forwarded from the Military Department concerned to the Assistant Secretary of Defense (Force Management & Personnel) (ASD(FM&P)) for action. For field grade officers, OASD(FM&P) will obtain the recommendation of the Joint Staff. For general and flag officers, and officers selected for promotion to these grades, the request should be forwarded to ASD(FM&P) via the Chairman, Joint Chiefs of Staff (CJCS), for his recommendation.

(b) Waiver requests will contain complete justification for the request, a statement certifying coordination with the losing joint organization, and a recommendation from the appropriate Department. The request should include a career brief or similar document providing assignment history, specialty qualification, and other pertinent information.

(c) Although the Secretary of Defense is the approval authority, the ASD(FM&P) and Department Secretaries may exercise disapproval authority. Department Secretaries may delegate their disapproval authority.

(d) Waiver requests must be processed and approved prior to the officer's departure from the joint organization.

(e) Officers departing a joint duty assignment with less than a full tour do not require a waiver if they are departing for one of the following reasons: retirement; release from active duty; suspension from duty; unusual personal reasons beyond the control of the individual or DoD; reassignment to a joint duty position in a different joint organization due to promotion or

- elimination of the original position in a reorganization; completion of an assignment outside the continental United States in which the officer served a tour length of less than 36 months as established in DoDD 1315.7; or reassignment when the present and a previous tour are cumulated to create a full tour of duty.

(2) Early releases from overseas tours (including Alaska and Hawaii) established as less than 36 months require prior coordination between the joint organization and the appropriate Service.

(3) After prior coordination with the joint organization, the Services may reassign officers (O-6 and below) with critical occupational specialties upon completion of 24 months of duty and grant full joint duty credit provided it is the officer's initial JDA and the officer is designated by the Service Secretary as a JSO nominee. COS officers who were awarded the joint specialty under transition rules based solely on completion of a JPME program also may be considered for a release after 24 months in a JDA. Officers awarded the joint specialty based in part or in whole on a joint or joint equivalent assignment may not be considered for a release prior to 36 months without a Secretarial tour length waiver.

(4) Coordination with the joint organization for any type of early release must be at the Director, J-1, or equivalent level, or with an official designated by the commander/head of the joint organization. In cases where the joint organization does not agree with the release, resolution of the disagreement will be addressed to the Director, Joint Staff, or the ASD(FM&P), as appropriate, for resolution.

e. Fill of Joint Duty Billets.

(1) By October 1, 1989, at least 50 percent of each Service's JDAs must be filled by officers who have been awarded the joint specialty or officers who have been identified as JSO nominees. JSO nominees may be identified from:

(a) officers who have successfully completed Joint Professional Military Education; or

(b) critical occupational specialty (COS) officers who have not attended a JPME and are serving a joint tour. Nominees in this latter category may not count toward more than 25 percent of the number of joint billets that are required to be filled with JSOs or JSO nominees. (Although this is an overall DoD requirement, each Service should use the same figure for planning purposes.)

(2) Services will document JSO nominee identifications by an entry in the Joint Duty Assignment Management Information System (JDAMIS) and provide a listing of such JSO nominee identifications to the Director of the Joint Staff and the ASD (FM&P) at the end of each fiscal year, or prior to effecting reassignment of the applicable officer under COS provisions, whichever comes first. Documentation must indicate JPME schools attended and date or year graduated and/or the officer's military specialty that has been designated as a critical occupational specialty.

(3) Designation and fill of critical JDA billets.

(a) Critical billets are normally required to be filled by joint specialists who contribute both Service and joint experience and perspective, bring greater continuity to the joint arena by virtue of multiple joint tours, and enhance leadership and mentorship within both joint organizations and Services as a result of their joint experience. Critical billets are not necessarily the most key and essential billets within an activity, although that may be the case. The primary concern in selecting a billet for critical designation is whether it requires the incumbent to be previously educated and experienced in joint matters or, at minimum, whether the position will be greatly advantaged by such an incumbent. Such a determination is position-dependent and normally should not change as incumbents change. Stability in critical billet selection is essential if the Services are to develop sufficient numbers of JSOs who possess the requisite skills to meet organizational requirements. The process of developing a JSO takes several years. Secretary of Defense approval is necessary for any critical billet change.

(b) At least 1,000 JDAs will be designated as critical. Critical billets shall be filled by JSOs to the maximum extent possible. At least 80 percent of the critical billets which become vacant after January 1, 1989, must be filled by JSOs.

(c) After January 1, 1994, all critical billets must be filled with officers who have the joint specialty. Exceptions must be approved by the Chairman, Joint Chiefs of Staff, on a case-by-case basis.

(d) Services will manage exceptions in coordination with affected joint organizations. For example, a joint activity may wish to fill an O-6 critical billet with an officer from within the organization (due to unique qualifications) who has not completed the prerequisites for the joint specialty. The head of the organization must coordinate the exception with the appropriate

- Service to ensure the assignment action will not cause the Service to fall short of minimum JSO fill requirements. Similarly, a Service may not have a qualified officer to assign to a particular critical billet, in which case the Service must coordinate with the joint activity to determine a course of action regarding the billet (i.e., fill from within, fill with non-JSO, gapping, etc.).

f. Average Tour Lengths. The Secretary of Defense has overall responsibility to ensure that required joint duty tour length averages are met annually. The average length of JDAs during any fiscal year, measured by the lengths of the JDAs ending during that fiscal year, shall be at least 3 years for O-6 and below and 2 years for general and flag officers, for each Service.

(1) Compliance with mandatory tour length averages is not required by law until FY 1991 (for those officers departing JDAs between October 1, 1990, through September 30, 1991). However, it is the policy of the Department of Defense, to the maximum extent practicable, to maintain the average tour lengths prescribed above.

(2) Services may, but are not required to, exclude the following joint duty tours from computation of tour length averages:

(a) Tours completed by COS officers on an initial joint tour who are released from a JDA upon completion of at least 24 months duty. The number of exclusions per year for each Service shall be determined by the ASD(FM&P) with the recommendation of the Director, Joint Staff, so as not to exceed 12.5 percent of the total of all billets on the JDA list. Each Service's quota for a fiscal year will be provided to the Service on the first day of the fiscal year.

(b) Service in a JDA that is terminated due to retirement, release from active duty, suspension from duty, personal hardship or medical reasons.

(c) Service in a JDA that is terminated by duty position elimination or promotion to a higher grade, provided the officer is reassigned to another joint duty assignment.

(d) Service in overseas joint duty tours (including Alaska and Hawaii) for which the DoD-established tour length is less than 36 months. This includes officers assigned to 24-month all-others tours in 36-month tour areas. Overseas tours that are equal to or greater than 36 months must be included in tour average computations.



(e) Service in a JDA terminated as a result of completing cumulative requirements for a full joint tour. For example, an officer has completed a 12-month overseas tour and received cumulative credit. The officer is released after 24 months from a subsequent assignment with the Joint Staff as a result of cumulation of the required 36 months for full joint tour credit. The 24-month assignment with the Joint Staff is excluded from computation of average tour lengths.

(3) All JDAs terminated by Secretary of Defense tour length waivers will be included in the average tour length computation.

g. General/Flag Officer Joint Duty Requirements.

(1) Joint Duty Promotion Prerequisites. Except as established below, an officer may not be promoted to O-7 unless the officer has completed a full tour of duty in a JDA.

(2) Exemption to Joint Duty Requirement. Until January 1, 1994, a Navy Nuclear Propulsion Officer may be promoted to the grade of Rear Admiral (lower half) without having previously served in a JDA. However, such an officer may not be promoted to the grade of Rear Admiral (upper half) until he or she has completed a full tour of duty in a JDA. The Secretary of the Navy shall ensure that the maximum practicable number of such officers serve in JDAs. The Secretary of the Navy shall, by January 15 of each year, submit a report through the Chairman, Joint Chiefs of Staff, to the Secretary of Defense which updates the previous report on implementation of joint officer management for nuclear propulsion qualified officers. The report will cover progress made in the previous calendar year, will identify any problem areas, and will provide proposed modifications to existing programs designed to insure that by January 1, 1994, the nuclear propulsion community is capable of meeting the officer management requirements of chapter 38, title 10, U.S.C., without undue reliance on Secretary of Defense waiver authority.

(3) Waivers. The Secretary of Defense may waive (on a case-by-case basis) the requirement for a full joint tour:

(a) When necessary for the good of the Service. In such cases, the first duty assignment as a G/FO must be to a JDA.

(b) In the case of a medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain or judge advocate.

(c) In the case of an officer who served, in the grade of O-3 or higher, at least 12 months in a joint duty assignment which began prior to January 1, 1987.

(d) In the case of an officer whose proposed selection for promotion is based primarily on scientific and technical qualifications for which joint duty opportunity for G/FOs does not exist. An officer receiving a scientific or technical waiver must serve continuously in the specialized field. If assignment to another duty is anticipated, the individual will be required to serve first in a JDA. (NOTE: Deputy Secretary of Defense memorandum of November 20, 1987, "Scientific and Technical Qualifications List," provides an approved listing of scientific and technical categories.)

(e) In the case of an officer who served, in the grade of O-3 or higher, at least 12 months in a joint equivalent assignment which began prior to October 1, 1986. Further, the assignment must have involved significant experience in joint matters as determined by the Secretary of Defense. This provision expires on January 1, 1994.

(f) In the case of an officer selected for promotion to the grade of Brigadier General or Rear Admiral (lower half) while serving in a JDA, if the officer has served or will have served at least 2 years by the officer's effective date of promotion. This provision expires on January 1, 1994.

h. JDA Credit When Joint Duty Assignment Positions are Added or Deleted. An officer must be assigned to an approved JDA billet to receive joint duty credit. Officers who have been assigned to a JDA billet prior to the billet being added to or deleted from the JDA list will receive joint duty credit as follows (JDA tour length and early release policies apply):

(1) When a joint duty billet is approved for addition to the JDA list, an incumbent officer shall receive joint duty credit effective with the date of assignment to the billet. For example, if a new Joint Manpower Program billet is authorized in USCINCPAC and an officer is assigned to the billet in June 1989 but the JDA list is not updated to reflect the new billet until January 1990, the officer would receive joint duty credit retroactive to June 1989.

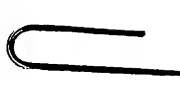
(2) When a JDA billet is deleted from the JDA list, the incumbent will cease to receive joint duty credit. Therefore, any

- billet deletion must coincide with the normal reassignment of an officer or his/her movement to another JDA billet.

(3) If an existing billet is converted from an approved JDA billet to a non-JDA billet, or vice versa, the incumbent will cease to receive or begin receiving, as applicable, joint duty credit effective on the conversion date. Therefore, any billet conversion must coincide with the normal reassignment or movement of an officer to another JDA billet.

i. Utilization of Joint Specialists.

(1) Services and joint organizations are mutually responsible for ensuring that critical joint duty billets are filled with joint specialists. Therefore, joint organizations will not move JSOs assigned to critical joint duty billets without prior Service coordination.

(2) Defense Agencies, DoD Field Activities and other joint organizations which have both JDA and non-JDA billets are responsible, along with the Services, for ensuring that at least 50 percent of the JDAs are filled with JSOs or JSO nominees and that internal management practices do not necessarily disadvantage officers assigned. Therefore, such organizations will not assign JSOs and JSO nominees from JDA billets to non-JDA billets without prior Service coordination. 

j. Updates to the Joint Duty Assignment List.

(1) Only the Secretary of Defense may approve joint duty assignment billet additions or deletions and changes of critical billet designations.

(2) All changes to the JDA list will normally be submitted through the Joint Staff in conjunction with the annual Joint Manpower Program (JMP) submissions.

(3) Out-of-cycle changes may be submitted in accordance with procedures established by Joint Chiefs of Staff (JCS) Memorandum of Policy (MOP) 173, "Manpower for Joint and International Activities." All general/flag officer actions will be handled in accordance with procedures established by JCS MOP 145, "Personnel Actions Involving General/Flag Officers for Key and Joint Duty Positions."

(4) Changes to the JDA list (other than those reserved for the Secretary of Defense) for the Joint Staff and Office of the

Secretary of Defense will be made in accordance with procedures mutually established by the Director, Joint Staff, and the ASD(FM&P).

(5) The Position Management File of the Joint Duty Assignment Management Information System (JDAMIS) will constitute the official statement of JDA positions and will be modified only in consonance with the approval authority specified above.

k. Definition of Jointly Manned Activity.

(1) A Jointly Manned Activity is an organization, activity, or element that meets the following criteria:

(a) Must be chartered by the Secretary of Defense or Chairman, Joint Chiefs of Staff, as a Jointly Manned Activity.

(b) Must have a single Service as Executive Agent.

(c) Must be a multi-Departmental or multinational activity or element that performs a joint mission; i.e., is involved in the integrated employment or support of the land, sea, and air forces of at least two of the three Military Departments or military forces of two or more allied countries. Such involvement includes national military strategy, joint doctrine and policy, strategic planning, contingency planning, and command and control of combat operations under a unified command.

(d) Must report operationally to a unified or combined command or international organization (e.g., North Atlantic Treaty Organization and the United Nations) or to or through the Chairman, Joint Chiefs of Staff, or to the Secretary of Defense in the performance of a joint mission.

(e) Has a joint unit manning document managed by the Executive Agent containing multi-Department and/or multinational billets approved by the Joint Chiefs of Staff or the Secretary of Defense.

(f) Positions in the Jointly Manned Activity should be distributed (normally not more than 60 percent for any single Department) so that Service responsibilities and influence appropriately reflect the mission assigned to the activity or element.

(2) Individual billets in Jointly Manned Activities, which meet the definition of a joint duty assignment and have been submitted for approval, will be considered on a case-by-case basis

for inclusion on the Joint Duty Assignment List, subject to the percentage limits for the joint organizational category under which the activity falls. For example, a Jointly Manned Activity directly involved in joint planning or employment of joint forces is authorized to have up to 100 percent of its billets, grade O-4 and above, approved for JDA designation. A Jointly Manned Activity engaged in direct or indirect support of joint forces are authorized to have no more than 50 percent of their O-4 and above billets as joint duty assignments.

(3) This definition precludes the designation of organizations that are integral to a single Military Department (e.g., Service major commands) as Jointly Manned Activities for joint duty assignment purposes.

1. Reserve Components. The Assistant Secretary of Defense for Reserve Affairs will develop personnel policies concerning education and experience in joint matters for reserve officers not on the active duty list. Such policies shall, to the extent practicable for the Reserve Components, be consistent with the spirit and intent of the policies established for the active components. Joint duty positions requiring fill by Reserve Component officers shall not be included in the JDA list for the active components, but may be included in a Reserve Component JDA list.

m. Joint Professional Military Education Credit. Contingent upon certification by the Chairman, Joint Chiefs of Staff, the "joint track" programs as taught during academic year 1988-89 at selected Service colleges are designated as JPME programs. Specifically, graduates of the "joint track" curriculum at the Army, Marine Corps, and Air Command and Staff Colleges; the Army and Air War Colleges; and all graduates of the Naval War College meet the educational requirements for award of the joint specialty.

n. Promotion Objectives. The qualifications of officers assigned to JDAs and officers selected as JSOs for each Service should be such that the following promotion objectives can be achieved:

(1) JSOs are expected to be selected for promotion, as a group, at a rate not less than that for officers in the same grade and competitive category who are serving or have served on the headquarters staff of their armed force. This information should be tracked for all JSOs, JSOs presently serving in JDAs, and JSOs who have served in JDAs since January 1, 1987.

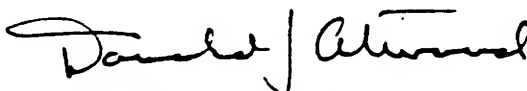
(2) Officers who are serving or have served on the staff of the Secretary of Defense or the Joint Staff are expected to be selected for promotion to the next higher grade, as a group, at a rate not less than that for officers in the same grade and competitive category who are serving or have served on the headquarters staff of their armed force.

(3) Officers who are not JSOs and are serving or have served in JDAs other than on the Joint Staff are expected to be selected for promotion to the next higher grade, as a group, at a rate not less than that for officers of the same armed force in the same grade and competitive category.

(4) The tracking and reporting of promotion statistics shall be in consonance with the JCS MOP 198, "Review of Promotion Selection Board Results by the Chairman, Joint Chiefs of Staff."

Guidance established in this memorandum supersedes that contained in subparagraphs a.(1) and a.(2) of the Deputy Secretary of Defense guidance memorandum dated May 21, 1987, "Title IV, DoD Reorganization Act of 1986," and subparagraph a.(1) and paragraph c. of the Deputy Secretary of Defense guidance memorandum dated July 22, 1987, "Career Guidelines and Oversight Procedures for Joint Specialty Officers and Other Officers Serving in Joint Duty Assignments." The policies set forth in this memorandum shall remain in effect until superseded by a governing DoD directive.

A number of guidance memoranda establishing the Department's policies for implementation of the joint officer management provisions of chapter 38, title 10, U.S. Code, have been published over the last 2 years. A list of these policy memoranda is at the Attachment. It is anticipated that the contents of these memoranda will be incorporated in a DoD directive later this year.



Donald J. Atwood

Attachment:  
As stated

GUIDANCE MEMORANDA

1. "Title IV, DoD Reorganization Act of 1986," dated May 21, 1987.
2. "Career Guidelines and Oversight Procedures for Joint Specialty Officers and Other Officers Serving in Joint Duty Assignments," dated July 22, 1987.
3. "Scientific and Technical Qualifications Lists," dated November 20, 1987.
4. "Additional Guidelines for Implementation of Title IV, DoD Reorganization Act of 1986," dated February 4, 1988.
5. "Additional Guidelines for Administration of Joint Duty Assignment (JDA) Programs," dated August 22, 1988.
6. "Revised Definitions for Dual-Hat and Cross-Department Joint Duty Assignments," dated February 27, 1989.

Attachment



THE SECRETARY OF DEFENSE  
WASHINGTON, THE DISTRICT OF COLUMBIA

18 JUN 1987

MEMORANDUM FOR DEPUTY SECRETARY OF DEFENSE  
SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
ASSISTANT SECRETARY OF DEFENSE (FORCE MANAGEMENT  
AND PERSONNEL)

SUBJECT: Delegation of Authority Under Title IV, DoD  
Reorganization Act of 1986

I hereby delegate to the Deputy Secretary of Defense the authority to approve waivers concerning the initial selections of officers for the joint specialty as provided in section 406, DoD Reorganization Act of 1986. This authority will expire on October 1, 1988. I also delegate to the Deputy Secretary of Defense the authority to approve joint duty assignment waivers as provided in 10 U.S.C. 619(e)(3)(c). I further delegate to the Assistant Secretary of Defense for Force Management and Personnel the authority to waive attendance at a military education course designed specifically to prepare new general and flag officers to work with the other Armed Forces as provided in 10 U.S.C. 663(a)(3).

*Joseph P. Kennedy*

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FORCE MANAGEMENT  
AND PERSONNEL

SEC DEF  
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JUN 18 1987

ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301-6000

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OFFICE OF  
THE SECRETARY OF DEFENSE

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12 June 1987

MEMORANDUM FOR SECRETARY OF DEFENSE

SUBJECT: Delegation of Authority Under Title IV, DoD Reorganization Act of 1986 - ACTION MEMORANDUM

Title IV, DoD Reorganization Act of 1986, provides certain statutory authority to the Secretary of Defense which can be delegated to the Deputy Secretary of Defense, an Under Secretary, or an Assistant Secretary. The authority includes granting waivers of certain prerequisites in making the initial selections of officers for the joint specialty. This authority can only be delegated to the Deputy Secretary of Defense and expires on October 1, 1988.

Another authority, which I believe should also be delegated only to the Deputy Secretary of Defense, includes waivers of the joint duty prerequisite for promotion to general or flag officer under certain circumstances. Such waivers would apply to: officers whose selection was based on scientific and technical qualifications; judge advocates, chaplains, medical officers and other healthcare professionals; and officers who served assignments normally referred to as "joint equivalent" assignments. An additional authority, to waive attendance at the military education course (Capstone) for new general and flag officers under certain conditions, could appropriately be delegated to this office.

As we proceed with full implementation of the Act, delegation of the above authorities is recommended. Your signature on the attached memorandum will allow these actions to be approved at a lower level rather than referring them to your office.

Recommend signature.

*Chapman B. Cox*  
Chapman B. Cox

Attachment  
As stated

CONCUR: See attached  
General Counsel

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## SEC. 404. TRANSITION

(a) JOINT DUTY ASSIGNMENTS.—(1) Section 661(d) of title 10, United States Code (as added by section 401), shall be implemented as rapidly as possible and not later than two years after the date of the enactment of this Act.

Effective date.  
10 USC 661 note.

(2) The list of positions that are joint duty assignment positions, including identification of those positions that are critical joint duty assignment positions, required to be published by section 668(b)(2) of such title shall be published not later than six months after the date of the enactment of this Act.

10 USC 661 note.

## (b) JOINT SPECIALTY.

(1) INITIAL SELECTIONS.—(A) In making the initial selections of officers for the joint specialty under section 661 of title 10, United States Code (as added by section 401 of this Act), the Secretary of Defense may waive the requirement of either subparagraph (A) or (B) (but not both) of subsection (c)(1) of such section in the case of any officer in a grade above captain or, in the case of the Navy, lieutenant.

(B) In applying such subparagraph (B) to the initial selections of officers for the joint specialty, the Secretary may in the case of any officer—

(i) waive the requirement that a joint duty assignment be served after the officer has completed an appropriate program at a joint professional military education school;

(ii) waive the requirement for the length of a joint duty assignment if the officer has served in such an assignment for not less than two years; and

(iii) consider as a joint duty assignment any tour of duty served by the officer before the date of the enactment of this Act or being served on the date of the enactment of this Act that was considered to be a joint duty assignment of a joint equivalent assignment under the regulations in effect at the time the assignment began.

(C) A waiver under subparagraph (A) of this paragraph or under any provision of subparagraph (B) of this paragraph may only be made on a case-by-case basis.

(D) The authority of the Secretary of Defense to grant a waiver under subparagraph (A) or (B) of this paragraph may be delegated only to the Deputy Secretary of Defense.

(2) REQUIREMENT FOR HIGH STANDARDS.—In exercising the authority provided by paragraph (1), the Secretary of Defense shall ensure that the highest standards of performance, education, and experience are established and maintained for officers selected for the joint specialty.

Education.

(3) SUNSET.—The authority provided by paragraph (1) shall expire two years after the date of the enactment of this Act.

Termination date.

(c) CAREER GUIDELINES.—The career guidelines required to be established by section 661(e) of such title, the procedures required to be established by section 665(a) of such title, and the personnel policies required to be established by section 666 of such title (as added by section 401) shall be established not later than the end of the eight-month period beginning on the date of the enactment of this Act. The provisions of section 665(b) of such title shall be implemented not later than the end of such period.

10 USC 661 note.

(d) EDUCATION.—

10 USC 663 note.

ance of that officer as a member of the Joint Staff and in other joint duty assignments. The Secretary of Defense shall submit the Chairman's evaluation to the President at the same time the recommendation for the appointment is submitted to the President.

"(2) Whenever a vacancy occurs in a position within the Department of Defense that the President has designated as a position of importance and responsibility to carry the grade of general or admiral or lieutenant general or vice admiral or in an office that is designated by law to carry such a grade, the Secretary of Defense shall inform the President of the qualifications needed by an officer serving in that position or office to carry out effectively the duties and responsibilities of that position or office."

**SEC. 464. JOINT DUTY ASSIGNMENT AS PREREQUISITE FOR PROMOTION TO GENERAL OR FLAG OFFICER GRADE**

10 USC 619.

Section 619 is amended by adding at the end the following new subsection:

"(e)(1) An officer may not be selected for promotion to the grade of brigadier general or rear admiral (lower half) unless the officer has served in a joint duty assignment.

"(2) Subject to paragraph (3), the Secretary of Defense may waive paragraph (1)—

"(A) when necessary for the good of the service;

"(B) in the case of an officer whose proposed selection for promotion is based primarily upon scientific and technical qualifications for which joint requirements do not exist;

"(C) in the case of a medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain, or judge advocate; and

"(D) until January 1, 1992, in the case of an officer who served before the date of the enactment of this subsection in an assignment (other than a joint duty assignment) that involved significant experience in joint matters (as determined by the Secretary).

"(3)(A) A waiver may be granted under paragraph (2) only on a case-by-case basis in the case of an individual officer.

"(B) In the case of a waiver under paragraph (2)(A), the Secretary shall provide that the first duty assignment as a general or flag officer of an officer for whom the waiver is granted shall be in a joint duty assignment.

"(C) The authority of the Secretary of Defense to grant a waiver under paragraph (2)(B), (2)(C), or (2)(D) may only be delegated to the Deputy Secretary of Defense, an Under Secretary of Defense, or an Assistant Secretary of Defense.

Regulations.

"(4) The Secretary of Defense shall prescribe regulations to carry out this subsection. Such regulations shall specifically identify those categories of officers for which selection for promotion to brigadier general or, in the case of the Navy, rear admiral (lower half) is based primarily upon scientific and technical qualifications for which joint requirements do not exist."

10 USC 112 note.

**SEC. 465. ANNUAL REPORT ON IMPLEMENTATION**

The Secretary of Defense shall include in the annual report of the Secretary to Congress under section 113(c) of title 10, United States Code (as redesignated by section 101(a)), for each year from 1987 through 1991 a detailed report on the implementation of this title and the amendments made by this title.

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**REQUIREMENTS.**—(1) An officer may not be selected for the

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Defense shall periodically (and not

report to Congress on the pre-

motion rates of officers who are serving in, or have served in, joint duty assignments, especially with respect to the record of officer selection boards in meeting the objectives of clauses (1), (2), and (3) of subsection (a). If such promotion rates fail to meet such objectives, the Secretary shall immediately notify Congress of such failure and of what action the Secretary has taken or plans to take to prevent further failures.

#### “§ 663. Education

10 USC 663.

**“(a) CAPSTONE COURSE FOR NEW GENERAL AND FLAG OFFICERS.**—(1) Each officer selected for promotion to the grade of brigadier general or, in the case of the Navy, rear admiral (lower half) shall be required, after such selection, to attend a military education course designed specifically to prepare new general and flag officers to work with the other armed forces.

**“(2) Subject to paragraph (3), the Secretary of Defense may waive paragraph (1)—**

**“(A) in the case of an officer whose immediately previous assignment was in a joint duty assignment and who is thoroughly familiar with joint matters;**

**“(B) when necessary for the good of the service;**

**“(C) in the case of an officer whose proposed selection for promotion is based primarily upon scientific and technical qualifications for which joint requirements do not exist (as determined under regulations prescribed under section 619(e)(4) of this title); and**

**“(D) in the case of a medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, or chaplain.**

**“(3) The authority of the Secretary of Defense to grant a waiver under paragraph (2) may only be delegated to the Deputy Secretary of Defense, an Under Secretary of Defense, or an Assistant Secretary of Defense. Such a waiver may be granted only on a case-by-case basis in the case of an individual officer.**

**“(b) JOINT MILITARY EDUCATION SCHOOLS.**—The Secretary of Defense, with the advice and assistance of the Chairman of the Joint Chiefs of Staff, shall periodically review and revise the curriculum of each school of the National Defense University (and of any other joint professional military education school) to enhance the education and training of officers in joint matters. The Secretary shall require such schools to maintain rigorous standards for the military education of officers with the joint specialty.

**“(c) OTHER PROFESSIONAL MILITARY EDUCATION SCHOOLS.**—The Secretary of Defense shall require that each Department of Defense school concerned with professional military education periodically review and revise its curriculum for senior and intermediate grade officers in order to strengthen the focus on—

**“(1) joint matters; and**

**“(2) preparing officers for joint duty assignments.**

**“(d) POST-EDUCATION DUTY ASSIGNMENTS.**—The Secretary of Defense shall ensure that—

**“(1) unless waived by the Secretary in an individual case, each officer with the joint specialty who graduates from a joint professional military education school shall be assigned to a joint duty assignment for that officer's next duty assignment; and**



THE DEPUTY SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

21 MAY 1987

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Title IV, DoD Reorganization Act of 1986

The Joint Officer Personnel Policy provisions (Title IV) of the DoD Reorganization Act of 1986 have presented the Department with a formidable task in developing a personnel management system to implement the required actions. Under the direction of the Assistant Secretary of Defense for Force Management and Personnel and the Chairman of the Joint Chiefs of Staff, management teams have worked extensively to address the many complex issues associated with implementing the Act. These teams have included representatives from OSD, OJCS, the Military Department Secretariats, and the Military Services.

While the Act provides a lengthy period of transition for a number of its provisions, some actions must be taken in the near term to ensure the Department's compliance. Until the appropriate DoD directives have been published, the following policies and procedures are approved for immediate implementation.

a. Assignments

(1) The qualifications of officers assigned to joint duty assignments will be such that the following promotion objectives can be achieved:

(a) Officers who (i) are serving on, or have served on, the staff of the Secretary of Defense or the Joint Staff, or (ii) have the joint specialty, are expected, as a group, to be promoted at a rate not less than the rate for officers of the same armed force in the same grade and competitive category who are serving on, or have served on, the headquarters staff of their armed force;

(b) Officers who are serving in, or have served in, joint duty assignments--other than officers covered in paragraph (a)--are expected, as a group, to be promoted at a rate not less than the rate for officers of the same armed force in the same grade and competitive category.

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(2) Officers initially assigned to joint duty assignments on or after January 1, 1987, will be assigned in anticipation that they will serve the prescribed tour length for their grade: three years for O-7 and above, three and one-half years for other officers. Assignment tour lengths for officers possessing critical occupational specialties will be addressed separately when those specialties have been identified.<sup>1</sup>

(3) Unless waived by the Secretary of Defense in an individual case, each officer with the joint specialty who graduates from a joint professional military education (PME) school will be assigned to a joint duty assignment as the officer's next duty. A high proportion (greater than 50%) of other officers graduating from a joint PME school after January 1987 will serve a joint duty assignment as their next duty.<sup>2</sup>

(4) For the purposes of this memorandum, the definition of officers who "have served in joint duty assignments" refers to those officers serving in joint duty assignments as of October 1, 1986, and those assigned on/after that date.

#### b. Promotions

(1) Selection boards convened on or after February 1, 1987, considering officers who are serving in or have served in joint duty assignments will include at least one officer designated by the Chairman of the Joint Chiefs of Staff who is currently serving in a joint duty assignment. The Military Services will provide a list of recommended officers eligible for such duty to the Chairman, JCS, who will select an officer from that list or another qualified officer.

(2) The Secretarial formal charge, letter of instruction or precept for selection boards convened after February 1, 1987, will include the following guidance: "You will give appropriate consideration to the performance in joint duty assignments of officers who are serving in or have served in such assignments."

(3) Prior to approval by the Service Secretary, the results of selection boards convened after February 1, 1987, considering officers who are serving in or have served in joint duty assignments, will be forwarded by the Service to the Chairman, JCS. The Chairman, JCS, will review the results to determine if joint duty performance was given appropriate consideration. To assist the Chairman, JCS, in his determinations, the

<sup>1</sup>This guidance is not intended to affect current tour length policies in overseas locations. The subject of joint duty assignments where the tour length is less than the requirements of the law will be addressed separately.

<sup>2</sup>For the interim, this policy applies only to graduates of schools within the National Defense University.



results will contain appropriate statistical summaries and analyses. The Chairman, JCS, will forward his comments as expeditiously as possible to the Secretary of the Military Department concerned for appropriate action. Any disagreements between the Service Secretary and the Chairman, JCS, will be resolved by the Secretary of Defense.

**c. Reports**

(1) Each Service will provide periodic progress reports on the promotion rates of each Service in relation to the promotion objectives outlined in paragraphs a.(1)(a) and a.(1)(b) above. The existing Defense Officer Promotion Report sent to OSD by January 15 of each year should be modified to reflect the required information for each promotion board completed during the reporting period.

(2) An additional semiannual report is now required by July 1 of each year.

**d. General/Flag Officer Actions**

(1) Officers selected for promotion to flag/general officer rank (O-7) after February 1, 1987, will attend the Capstone military education course within two years after selection unless such attendance is waived by the Secretary of Defense.

(2) The Secretary of Defense will recommend to the President nominations of general/flag officers for initial appointment to three- or four-star grades. Such recommendations will include an evaluation by the Chairman, JCS, of the performance of the nominated officer in joint duty assignments. The Military Services should provide a summary of the nominated officer's joint duty history and performance to the Chairman, JCS, to assist him in developing his comments.

(3) If the general/flag officer nomination is for appointment to a vacant position designated to be filled by an officer in a three- or four-star grade, the recommendation will identify the qualifications needed to perform the duties and responsibilities of that position effectively.

Further policy memorandums to implement Title IV of subject law will be published as needed. This memorandum will remain in effect until changed or superseded by a governing DoD directive.

  
William H. Taft, IV

cc:  
Under Secretaries of Defense  
Assistant Secretaries of Defense  
General Counsel  
Inspector General  
Director, Operational Test and Evaluation  
Assistants to the Secretary of Defense  
Directors of the Defense Agencies